

District 5 Racial Equity Conversations Report

Malissa Netane-Jones, Managing Director of Initiatives and Services

Leslie King, Diversity, Equity & Inclusion Process Coach

About PCRC

MISSION: To partner with the community to reduce violence, increase civic engagement, and strengthen community resilience through collaborative and innovative processes.

VISION: We envision a world in which people advance equity, practice empathy, and understand each other's differences.



PCRC

PENINSULA CONFLICT RESOLUTION CENTER



Introduction and Background



Method

Three Community
Conversations

November, December & January

Small Group Facilitated
Discussion

Guided Discussion

Polling Questions

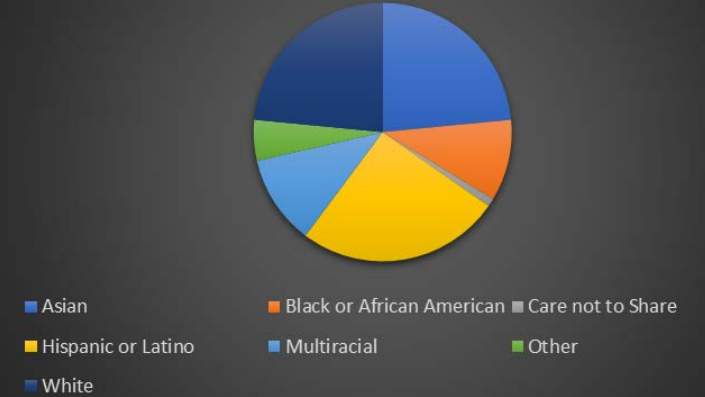


Participants

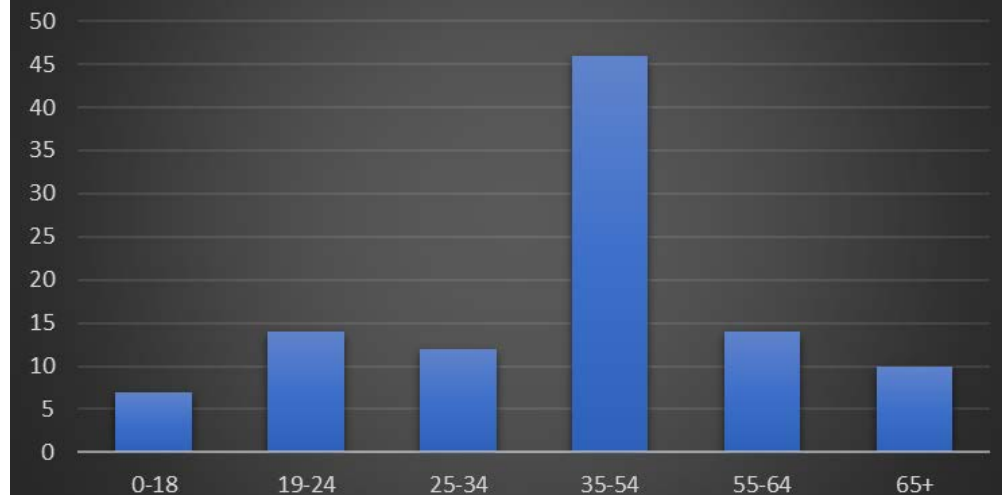
Gender



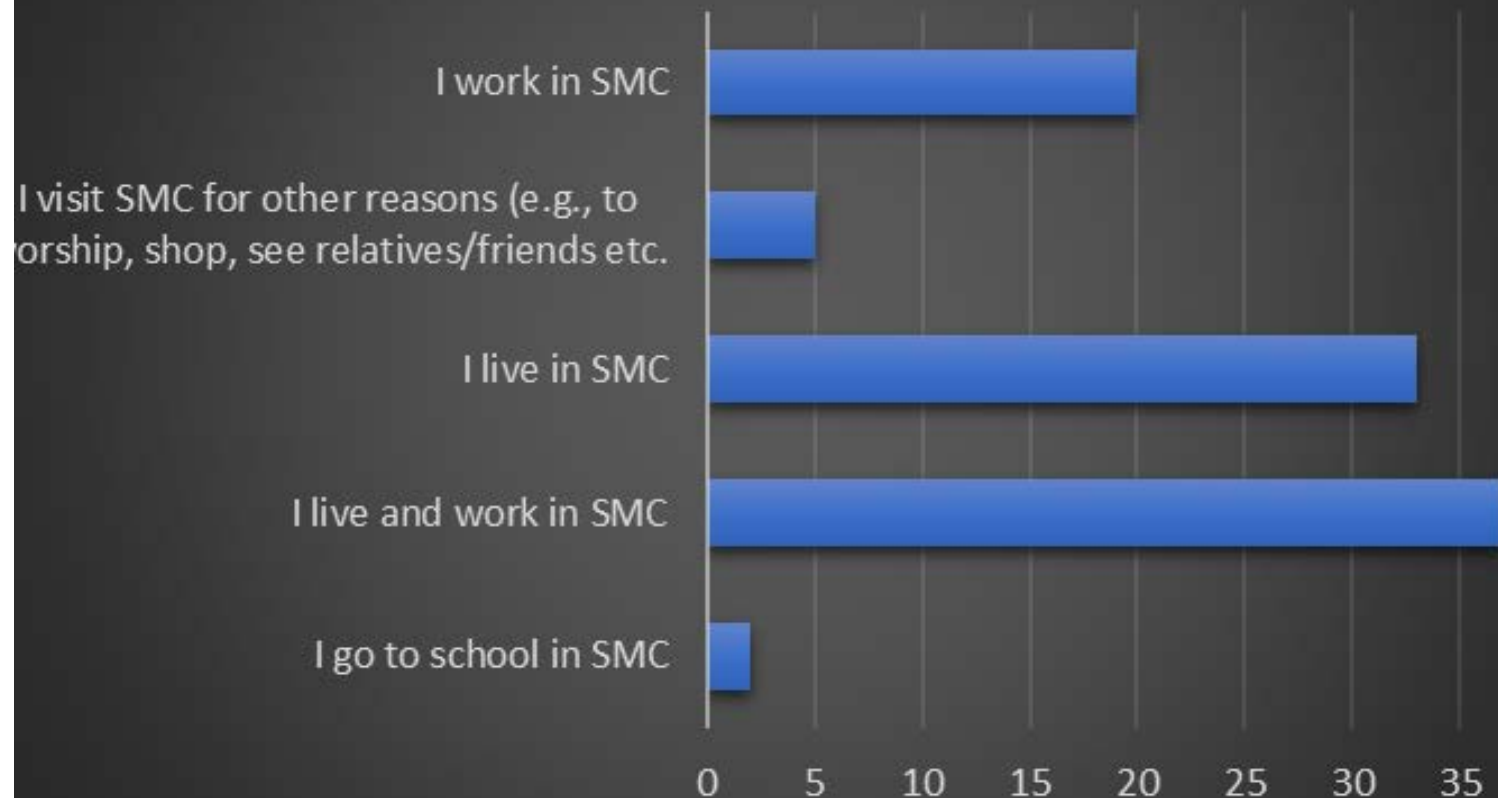
Race/Ethnicity



Age



Do you life and/or work in SMC?



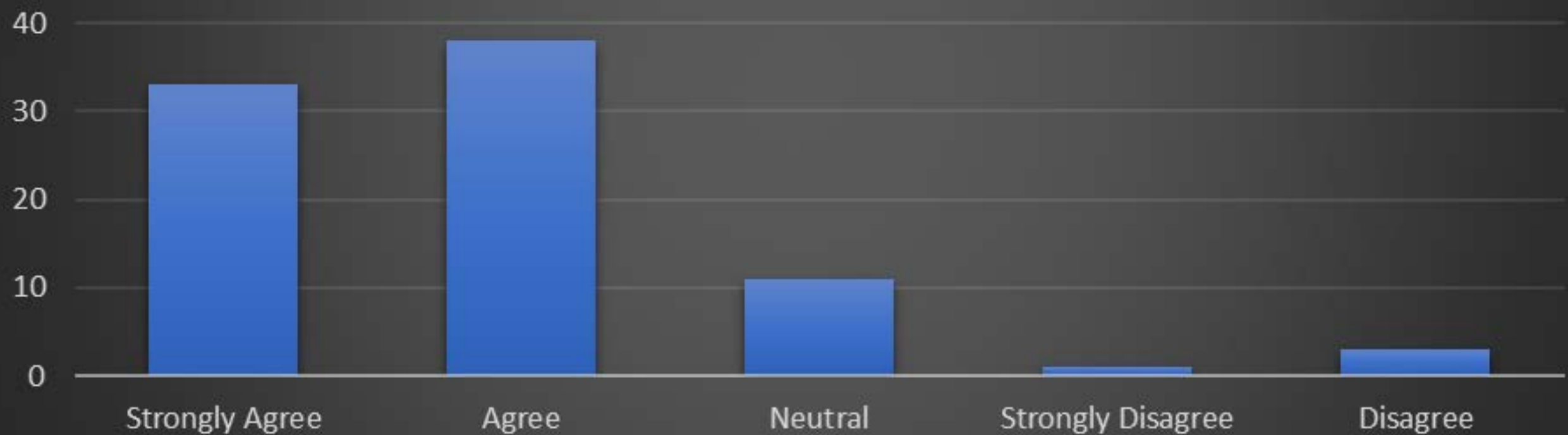
Participants



Polling Questions

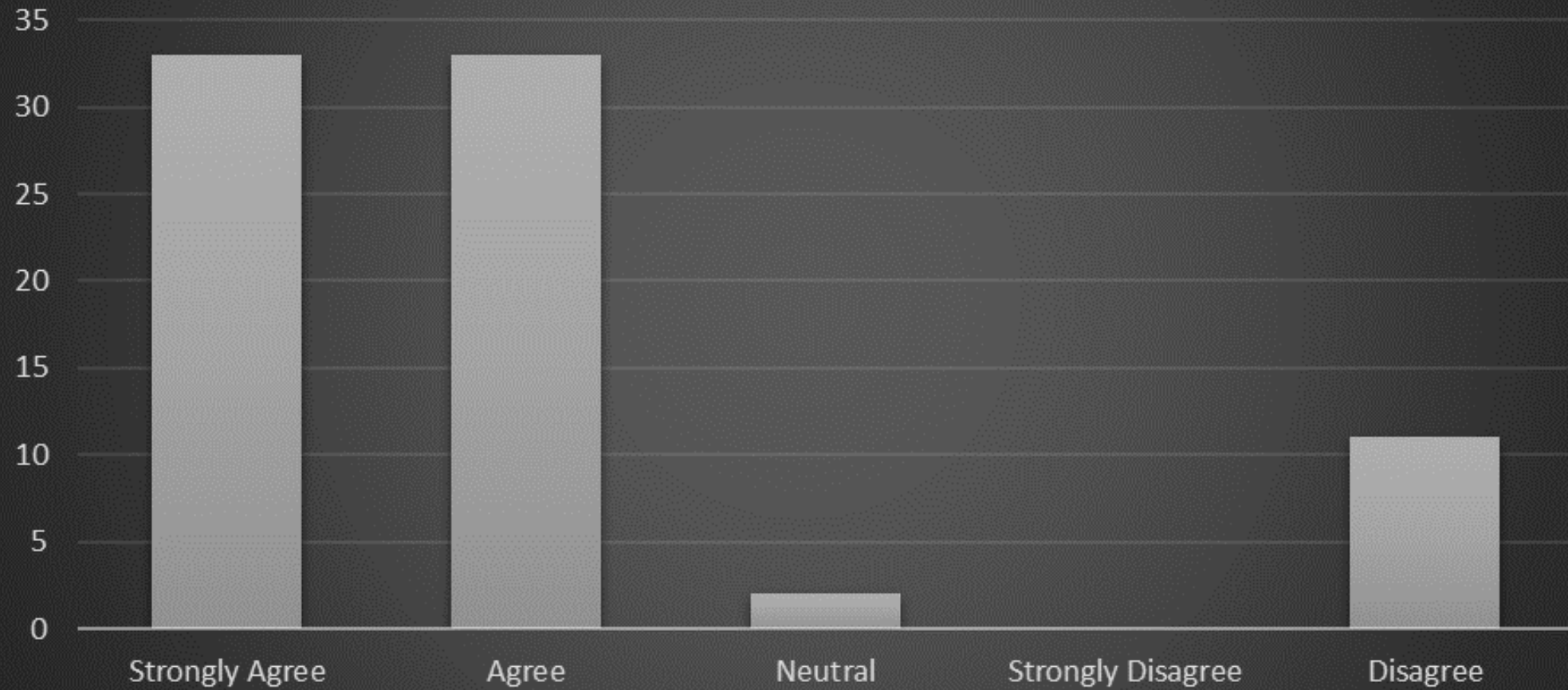


I believe that SMC, as a community, has a lot of work to do to become better at welcoming diverse experiences, backgrounds, ethnicities, genders, sexual orientations, and faith traditions.



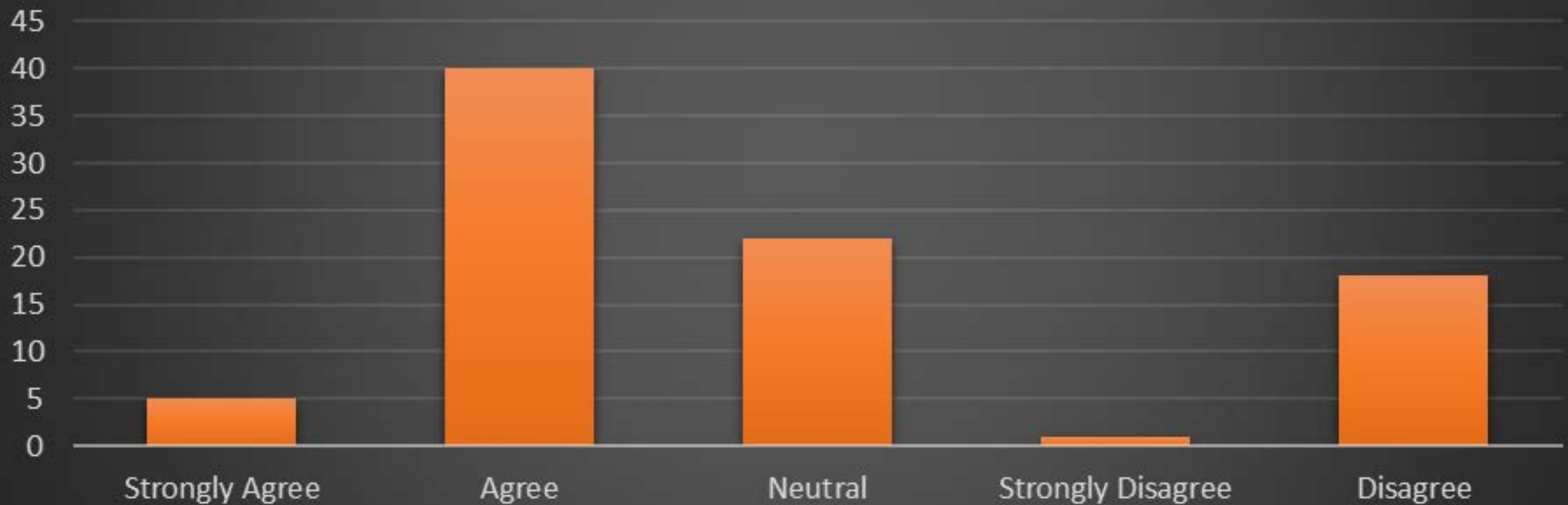
■ I believe that SMC, as a community, has a lot of work to do to become better at welcoming diverse

I am hopeful that together, we can create the change that is needed in our community.



■ I am hopeful that together, we can create the change that is needed in our community.

I believe that SMC is a welcoming place that honors individuals regardless of their background, ethnicity, gender, sexual orientation, faith tradition, etc.



Facilitated Questions

What do you love about your community?

What has been their experience with racial inequity in SMC?

What concerns you most and needs to be addressed?

What ideas/suggestions do you have for addressing these complex issues?

Themes :What do you love about your community?

-
- Diversity
 - Sense of community, connectedness and willingness to help each other, supports each other, friendly
 - Safe community
 - Friendly
 - Small town and big city feel
 - Appreciative of activism going on locally especially young people

Themes: What has been their experience with racial inequity in SMC?

- Participated in conversations or trainings about racial inequity
- Education Inequity
 - Negative stigma, limited opportunities, lack of language access, lack of diversity, lack of cultural sensitivity
- Policing and racial profiling
- Interpersonal Racism
- Health Inequity – COVID

Themes: What concerns you most and needs to be addressed?

- Healthcare and COVID lack of access
- Education Equity
 - Facilities
 - Inequitable funding
 - Teacher diversity
- Mental Health
- Policing
- Community Outreach
- Systemic Change
- Housing Discrimination
- Lack of county diversity – very white.

Themes: What ideas/suggestions do you have for addressing these complex issues?

- Continued Dialogue and Education
- Budget Review – Where are funds being allocated?
- Oversight & Accountability
 - Police commission in Dale City, reporting system, oversight committee for police and sheriff dept. & resolution and grievance system
- Policing & Safety
 - Town hall, address union power, severe ties with ICE, training
- Leadership Diversity
 - Boards, commissions, school board, running for office
- Community-Based Solutions
 - Community outreach – bring services to those who need them
 - Schools partner with local organizations to increase access to college, etc.
 - Engage leaders who serve minority communities to identify solutions
- Involve young people
- Living Wage
- Education
 - Funding for counselors, increase funding, training for teachers, policy changes
- Policy Changes
 - Anti-racist bill of rights, evaluate local govt policies for racial equity



Question & Answer

